



STAFFING AND RECRUITMENT

IOM HUMAN RESOURCES

IOM is looking for **Migration Health Physician (Psychiatrist)-(Readvertisement)** according to the Terms of Reference below. Interested applicants are invited to apply by **10 February 2024** at the latest, referring to the vacancy notice ref. code on the e-mail subject header.

OPEN TO INTERNAL & EXTERNAL CANDIDATES

Reference Code:	SVN-84/2023/S-BD1	Position Title:	Migration Health Physician (Psychiatrist)
Duty Station:	Ukhiya /Teknaf in Cox Bazaar, Bangladesh	Estimated Starting Date:	As soon as possible
Classification:	NO-B (UN Salary Scale)	Type of Appointment:	Special Short Term
Unit:	Migration Health Department		

General Functions:

International Organization for Migration (IOM) Bangladesh conducts Migration Health Assessments for beneficiaries as per the requirements and technical instructions of the destination countries. The Emergency Health Program also implements multi-sector response programs with a MHPSS component for direct service provision for host and refugee communities and technical capacity building in line with IASC recommendations.

Under the overall supervision of the Chief Migration Health Officer and Program Coordinator (Emergency Health) and direct supervision of the Project Officer (MHPSS) and Migration Health Officer, the successful candidate will be responsible for carrying out the following duties and responsibilities in relation to the Migration Health Assessment Centre (MHAC) and the Emergency Health Program in Ukhiya and Teknaf.

Migration Health Physician has the following duties and responsibilities:

Responsibilities and Accountabilities:

1. Ensure the efficient daily operations of the Migration Health Assessment Center (MHAC) and the Emergency Health Program, in close coordination with the Chief Migration Health Officer (CMHO) and the Program Coordinator (Emergency Health).
2. Conduct initial and follow up Psychiatric consultation and subsequent report preparation for Migration Health Assessment beneficiaries and host community.
3. Conduct the Ukhiya/Teknaf MHAC's migration health assessment process to fulfil the technical requirements of the resettlement countries in the areas of:
 - a. Medical examinations.
 - b. Imaging.
 - c. Laboratory testing.
 - d. Vaccinations.
 - e. TB management.
 - f. Treatment and referrals.
 - g. Pre-departure procedures and medical movements.
 - h. Documentation, certification, and information transmission; and,
 - i. Other technical areas as may require.

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4. Ensure proper identification of refugees, migrants and host community beneficiaries during the health assessment and record all relevant health information in standard forms; ensuring completeness and accuracy of the recorded information.
5. Oversee and coordinate accurate and effective provision of immunization and presumptive treatment programmes in full compliance with the technical guidelines and protocols of the resettlement countries. Assist CMHO in monitoring, supervising, and educating all staff in the delivery of these programmes.
6. Contribute to and maintain a system of quality improvement for each service area within the MHAC and Emergency Health Program. Undertake quality control activities on a regular basis, including practice observation, desk audits and use of self-assessment tools. Use data analysis and web reporting system to monitor performance indicators. Ensure implementation of the global IOM Standard Operating Procedures (SOPs); create and implement Ukhia MHAC specific SOPs for each service area. Ensure proper reporting and management of incidents according to the Guidance Note for Incident Management.
7. Ensure that all data related to health assessment programmes is appropriately entered to Migrant Management Operational System Application (MiMOSA) and other related databases.
8. Develop and facilitate capacity building activities (including mhGAP), clinical supervision and technical guidance for health staff (mhGAP trained-general practitioners) on assessment and management of moderate to severe MNS conditions for beneficiaries from refugee and host communities in coordination with relevant team members.
9. Contribute to the implementation of IOM's holistic MHPSS strategy in Bangladesh, in line with global IOM MHPSS approaches and the IASC guidelines for MHPSS in emergencies. This includes ensuring quality MHPSS programming and integration of MHPSS into wider programming, improving MHPSS referral pathways and strengthening networks for service provision.
10. Perform such other duties as may be assigned by the Supervisors.

Education, Experience, Skills and Language:

EDUCATION

- University Degree in Medicine with post-graduation in Psychiatry from an accredited academic institution with four years of relevant experience.

EXPERIENCE

- Minimum of four (4) years, post-graduation, (post internship in countries with mandatory internship programs) continuous clinical experience, preferably in a multidisciplinary hospital setting.
- The last clinical posting should be within the last five years.
- Valid license to practice within Bangladesh is mandatory. Post graduate studies in emergency MHPSS an asset.
- Experience in providing services to displaced populations, migrants, refugees or conflict affected populations.
- Experience in capacity building, clinical supervision, coaching to health staff and curriculum development is an advantage.
- Operational and field experience in health-related issues of migrated and/or displaced persons, programme development, implementation, quality improvement and monitoring and evaluation.
- Previous experience in the UN or an international organization is an advantage.
- Strong oral and written communication and presentations skills in English

SKILLS- BEHAVIORAL

- The incumbent is expected to demonstrate the following technical and behavioural competencies:

Technical

- Effectively applies knowledge of mental health and psychosocial issues in execution of responsibilities at appropriate level.
- Maintains confidentiality and discretion in appropriate areas of work.
- Skilled at developing culturally relevant psychotherapeutic interventions.
- Demonstrated expertise and thorough knowledge on the practical application of the IASC Guidelines on MHPSS in Emergency Settings
- Knowledgeable on the psychosocial impact of forced displacement.

Accountability

- Accepts and gives constructive criticism.
- Follows all relevant procedures, processes, and policies.
- Meets deadline, cost, and quality requirements for outputs.
- Monitors own work to correct errors.
- Takes responsibility for meeting commitments and for any shortcomings.
- Client Orientation
- Identifies the immediate and peripheral clients of own work.
- Establishes and maintains effective working relationships with clients.
- Identifies and monitors changes in the needs of clients, including donors, governments, and project beneficiaries.
- Keeps clients informed of developments and setbacks.

Continuous Learning

- Contributes to colleagues' learning.
- Demonstrates interest in improving relevant skills.
- Demonstrates interest in acquiring skills relevant to other functional areas.
- Keeps abreast of developments in own professional area.

Communication

- Actively shares relevant information.
- Clearly communicates, and listens to feedback on, changing priorities and procedures.
- Writes clearly and effectively, adapting wording and style to the intended audience.
- Listens effectively and communicates clearly, adapting delivery to the audience.

Creativity and Initiative

- Actively seeks new ways of improving programmes or services.
- Expands responsibilities while maintaining existing ones.
- Persuades others to consider new ideas.
- Proactively develops new ways to resolve problems.

Leadership and Negotiation

- Convinces others to share resources.
- Actively identifies opportunities for and promotes organizational change.
- Presents goals as shared interests.
- Articulates vision to motivate colleagues and follows through with Commitments.

Performance Management

- Provides constructive feedback to colleagues.
- Identifies ways for their staff to develop their abilities and careers.
- Provides fair, accurate, timely, and constructive staff evaluations.
- Uses staff evaluations appropriately in recruitment and other relevant HR procedures.
- Holds directly reporting managers accountable for providing fair, accurate, timely, and constructive staff evaluations.

Planning and Organizing

- Sets clear and achievable goals consistent with agreed priorities for self and others.
- Identifies priority activities and assignments for self and others.
- Organizes and documents work to allow for planned and unplanned handovers.
- Identifies risks and makes contingency plans.
- Adjusts priorities and plans to achieve goals.
- Allocates appropriate times and resources for own work and that of team members.

Professionalism

- Masters subject matter related to responsibilities.
- Identifies issues, opportunities, and risks central to responsibilities.
- Incorporates gender-related needs, perspectives, and concerns, and promotes equal gender participation.
- Persistent, calm, and polite in the face of challenges and stress
- Treats all colleagues with respect and dignity.
- Works effectively with people from different cultures by adapting to relevant cultural contexts.
- Knowledgeable about and promotes IOM core mandate and migration.
- Solutions

Teamwork

- Actively contributes to an effective, collegial, and agreeable team environment.
- Contributes to and follows team objectives.
- Gives credit where credit is due.
- Seeks input and feedback from others.
- Delegates tasks and responsibilities as appropriate
- Actively supports and implements final group decisions.
- Takes joint responsibility for team's work.

Technological Awareness

- Learns about developments in available technology.
- Proactively identifies and advocates for cost-efficient technology solutions.
- Understands applicability and limitation of technology and seeks to apply it to appropriate work.
- Resource Mobilization
- Establishes realistic resource requirements to meet IOM needs.

Technical

- Effectively applies knowledge of relevant migration health issues and practices and recognizes their application within IOM mandate.
- Effectively coordinates actions with other implementing partners.
- Works effectively with local authorities, stakeholders, and beneficiaries

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Method of Application:

External candidates:

Send the application to IOMBangladeshJobs_External@iom.int; the subject line should mention the reference code [SVN-84/2023/S-BD1; Migration Health Physician \(Psychiatrist, NO-B\) \(Readvertisement\)](#). The following documents must be attached:

- (i) *Application Letter/Cover Letter*
- (ii) *Curriculum Vitae*
- (iii) *Personal History Form (PHF) which can be downloaded from the IOM Dhaka website: <https://bangladesh.iom.int>*
- (iv) *Scan copy of Photo*

Internal candidates:

The PERN must be indicated in the *Personal History Form (PHF) for the reviewer to determine that it is an internal application.*

Applications are sent to IOMBangladeshJobs_Internal@iom.int; the subject line should mention the reference code [SVN-84/2023/S-BD1; Migration Health Physician \(Psychiatrist, NO-B\) \(Readvertisement\)](#). The following documents must be attached:

- (v) *Application Letter/Cover Letter*
- (vi) *Curriculum Vitae*
- (vii) *Personal History Form (PHF) which can be downloaded from the IOM Dhaka website: <https://bangladesh.iom.int>*
- (viii) *Scan copy of Photo*

APPLICATION WITHOUT PROPER REFERENCE CODE MENTIONED ABOVE AND INCOMPLETE APPLICATION WILL BE DISREGARDED

Any attempt for persuasion will be considered as a disqualification.

Due to volume of applications received, only short-listed candidates will be called for further assessment. Note for internal candidates:

with refer to IN233 and Clause 7.5 of IOM Recruitment Policy:

Staff members selected for a VN/SVN in his or her same category at one grade higher than his or her personal grade shall be appointed at the advertised grade. A staff member selected for a VN/SVN to a position which is two grades higher than the staff member's current grade, will be appointed at the interim grade, and six months later at the higher grade.